



# புதுச்சேரி மாநில அரசிதழ்

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அதிகாரம் பெற்ற வெளியீடு

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No.	Puducherry	Tuesday	5th	May	2020

பொருளடக்கம்

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GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT

(G.O. Rt. No. 36/AIL/Lab./T/2020,  
Puducherry, dated 4th March 2020)

NOTIFICATION

Whereas, an Award in I.D (T) No. 14/2012, dated 30-10-2019 of the Industrial Tribunal-cum-Labour Court, Puducherry, in respect of the Industrial Dispute between the management of M/s. Regency Ceramics Limited, Yanam and Thiru Sattibabu and 620 workers, M/s. Regency Ceramic Limited, Yanam, over refusal of employment has been received;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with the notification issued in Labour Department's G.O. Ms. No. 20/91/Lab./L, dated 23-05-1991, it is hereby directed by the Secretary to Government (Labour) that the said Award shall be published in the Official Gazette, Puducherry.

(By order)

S. MOUTTOULINGAM,  
Under Secretary to Government (Labour).

BEFORE THE INDUSTRIAL TRIBUNAL-CUM-  
LABOUR COURT AT PUDUCHERRY

Present : Thiru V. PANDIARAJ, B.Sc., L.L.M.,  
Presiding Officer.

Wednesday, the 30th day of October, 2019.

I.D. (T) No. 14/2012

Sattibabu and other 620 workers (as mentioned in the Annexure)

The Employees,  
M/s. Regency Ceramics Limited,  
D. No. 2-9-047,  
Tota Street, Yanam. . . Petitioner

Versus

The Managing Director,  
M/s. Regency Ceramic Limited,  
Yanam. . . Respondent

This industrial dispute coming on this day before me for final hearing in the presence of Thiru D. Nageshwara Rao, Advocate for the petitioner and Thiru L. Sathish, Advocate for the respondent, upon hearing both sides and upon perusing the case records, this Court passed the following:

AWARD

1. This Industrial Dispute has been referred by the Government of Puducherry as per the G.O. Rt. No. 99/AIL/Lab./J/2012, dated 07-06-2012 of the Labour Department, Puducherry for adjudicating the following:-

(i) Whether the dispute raised by Thiru Sattibabu and other 620 workers (as mentioned in the Annexure) against the management of M/s. Regency Ceramics Limited, Yanam, over refusal of employment is justified? If justified, what relief the petitioner workmen are entitled to?

(ii) To compute the relief if any, awarded in terms of money if, it can be so computed?

2. It is to be decided that whether the industrial dispute raised by Thiru Sattibabu and other 620 workers (as mentioned in the Annexure), against the management of M/s. Regency Ceramics Limited, Yanam, over refusal of employment is justified are not.

3. *Brief averments of the petition:*

The petitioners are the employees of the respondent company manufacturing Ceramic tiles used for floors, wall and exteriors in offices and home spaces. It was established in the year 1994. Initially it had 400 workmen and at present having a workforce of 3000 workmen. It has one of its branch at Karaikal, out of its three ancillary units. The respondent management constantly violated the labour laws and adopted the unfair labour practices. Even, it has prevented the employees to form their trade union from the year 1989 itself. Further, it has adopted the following unfair labour practices

- (i) Paying low wages to the employees
- (ii) Extracting work for more 8 hours
- (iii) Non-payment of bonus
- (iv) Inequality in wages
- (v) Lack of safety measures
- (vi) Biased Promotions
- (vii) Unfixed date of salary and payment
- (viii) Denial of dignity and safety to workers

While so, during January 2011 the trade union by name Regency Ceramics officers and workers came into existence after a long struggle and it had started its function for the benefit of the workers. Due to that the respondent has issued *mala fide* transfer orders to the Officer bearers of the trade union. Even after a long and peaceful protest campaign to the management, the order of the transfer was not cancelled and the management failed to revoke its

order by its adamant attitude and therefore, the trade union has approached the Labour Officer, Puducherry, for its redressal. In the mean while, the trade union has submitted a charter of demands before the management consisting of the terms and conditions to the workers being transferred and for implementation of labour laws. The respondent management deliberately violated the labour legislation and therefore, the trade union has approached the Conciliation Officer. The conciliation meeting was held on 21-01-2011 and 24-01-2011. In the conciliation meeting held on 21-01-2011 the management has agreed to restrict its transfer order to three office bearers instead of nine office bearers, in accordance with their choice. At the same time, the management has failed to consider the demands of this petitioner union, dated 22-01-2011. While things stood so, the management has removed 50 workers arbitrarily in the month of May 2011, stating that they were absent on 01-05-2011 to duty by suppressing the representation given by the trade union on 18-04-2011 regarding May day celebration and granting its permission to celebrate the May day by its order 21-04-2011.

The management has secretly learned about the grand success of May day celebration and became intolerant and sent telegram to the union stating that more than 54 workmen were absent on May day. Again, the management has illegally dismissed 54 workers, wherein, majority of them were women workers. In this regard, the ID is pending before the Labour Court at Puducherry. While so, on 25-05-2011 the trade union has filed another charter of demands, including statutory and non-statutory demands which remained unimplemented. The management failed to consider the same and therefore, the trade union has approached the Assistant Labour Inspector for their redressal. At this juncture, the management has approached the Hon'ble High Court to stay the function of trade union, whereas, the Hon'ble High Court has directed the respondent management to approach the appropriate authority. At this juncture, during August 2011 also, the workers gave a mass representation by way of charter of demands to the management regarding the issue of regularization of contract labours. The management does not considered the same and therefore, the matter was brought to the notice of the Conciliation Officer, which is still pending. The workers of the respondent management have received the lesser bonus and increment than that of the workers in the Karaikal unit. The management agreed to give bonus,

but, not agreed to give the same on par with Karaikal unit workers. Furthermore, it has requested to increase their production, which was ultimately carried out by the employees as assured. Even then, the management has refused to give wage increment and failed to fulfill its promise. In the mean while, the management has suspended the trade union workers during the December 2011. It was opposed by the workers. Due to that, the management failed to give duty the workers and kept them idle till 02-01-2012. Furthermore, it has stopped the clearance of Gas bill and Electricity bills to the workers and the salary was also not paid for the months December 2011 and January 2012. All of a sudden, on 02-01-2012 the management imposed a condition to the workers to sign in an illegal undertaking. Mr. Sattibabu and 620 permanent workers refused to sign the undertaking. Under the instructions of the management, the security people had not allowed the employees, who refused to sign the undertaking. The workers of the union requested the management to allow them for their duty, but, the management was adamant and it has not allowed the workers to have their duty. On the other hand, it has created division among the employees and it has created difference of opinion among the workers and it has granted salaries for the month of November and December 2011 for their favourable workers. Therefore, all the 621 employees approached the Assistant Labour Inspector for his intervention in this regard and they gave their representation on 03-01-2012 and 09-01-2012. The management has violated the provisions of industrial legislation and changed the service conditions of the employees without the approval of the Labour Authorities, during the pendency of industrial dispute. The conciliation meeting was held on 25-01-2012 belatedly by the Assistant Labour Inspector, Yanam, wherein, the management has stated false and concocted allegation against the employees, by stating that the employees were not discharging their duties. It has conveniently suppressed its illegal act of seeking an undertaking from the employees, against the Labour Legislations. The management was not ready to dispose of the matter by way of conciliation proceeding, rather it has asked to refer the matter to the Tribunal. Therefore, the Government of Puducherry has referred this matter to this Tribunal. The petitioners pleaded to answer the reference by declaring the act of the respondent, over refusal of employment to the petitioners as unfair, illegal and unjustified, and contrary to the law of Labour Legislation and Industrial Legislation. Hence, it is prayed to allow this industrial dispute.

10. *Brief of the counter averments:*

All the allegations levelled against the respondents were denied as false except those are specifically admitted hereunder. The issue of transfer to Karaikal unit was resolved. In May 2011, the trade union has submitted its charter of demands. All the demands except the demands related with financial commitment alone are not completed. However, the respondent has informed the petitioner union to fulfill its demand in relation to the financial commitment, during the financial year ended on 31-03-2012. However, the trade union failed to accept the same. The demand of bonus made by the trade union also resolved by the payment of bonus of ₹ 5,000 to all the workman. Between May 2011 to 1st week of December 2011, the negotiations were carried out in a cordial manner. On 05-12-2011 meeting, the management has requested the trade union to wait till the completion of financial year. Being not satisfied with the request made by the management, the trade union leaders showed a violent attitude, went inside the factory and instigated the workman to stop their work forthwith and thereby caused sabotage to the machines. The management has given complaint on 05-12-2011 and thereafter, 5 workmen were charged with misconduct on 06-12-2011 and they were suspended for their misconduct. Between 06-12-2011 to 31-12-2011, there were partial work stoppage, total stay-in-strike, shouting slogans inside of the factory, showing defiance, against the management authorities and the trade union members acted in a highhanded manner. Therefore, the management has informed that from 03-01-2012 the workers have to give an undertaking in the prescribed format, would be permitted to enter the factory for duty. The undertaking was with the respect to keeping discipline and not to stop the work only. But, the members of the trade union failed to comply the same. Further, two employees were placed under suspension for their misconduct and one Murali Mohan was terminated for the Commission of theft of company property. The trade union has demanded to revoke the suspension and termination of the employees and it has requested to remove the various clause in the undertaking. The management has agreed to delete the various clauses in the undertaking, however, it has refused to revoke the order of the termination given to Murali Mohan and it has asked the trade union to pursue his remedy through Court of Law. The management has asked the trade union to accept the proposal and asked them to resume work from 25-01-2012 onwards, if, the

proposal was accepted. At this stage also Mr. Murali Mohan took the lead of the workman and insisted for the revocation of his termination. Due to that demand, the strike was not resumed on 25-01-2012 as envisaged by parties on 23-01-2012. Due to Republic Day 26-01-2012, the workers not resumed to work. On 27-01-2012, the workman had resorted to violation and prevented the willing workman who were prepared to give the undertaking and to resume work. The respondent made a complaint to the Police about the obstruction caused to the willing workman. The Police had called the representative of the workman for discussion and a group of workman lead by Murali Mohan proceeded to the Police Station on 27-01-2001. Unfortunately, the workman Murali Mohan had chest pain and collapsed in the station itself at 08.00 a.m. Following this incident of collapse of the workman Murali Mohan, the workman unleashed physical violence in various place and they have brutally attacked Mr. K.C. Chandrasekar, the President (Operations) of the unit and caused severe injuries to him. The properties of the companies were extensively damaged to the tunes of crores. The workman who worked in the inside of factories was threatened and let them to go out from the factory. The matter was reported to the Labour Commissioner on 28-01-2012 by the management and the management has declared lockout from 31-01-2012. The issue of undertaking was resolved on 23-01-2012 and some of the workers resumed to work on 24-01-2012 itself. Even then, the trade union members and the workman continuously resorted to stay-in-strike, work stoppage, and shouting slogans and damaged the properties of the company and thereby disturbed the normal production. The workmen damaged the property and created a situation in the factory to such an extent that it became impossible to run the factory without taking a commitment from the workman. Hence, under these circumstances only the management was not able to offer employment to the workers. The workmen were not entitle to any relief as they were the root cause of all these things. Hence, this Industrial Dispute has to be dismissed.

19. In the course of the enquiry PW1 was examined and Ex.P1 to Ex.P9 was marked PW1 has deposed in his chief examination in support of their claim statement and the case stand pending for cross of PW1. At this stage, the abovesaid industrial dispute was dismissed for non-prosecution on 13-11-2017. Thereafter, it has been restored as per the order in IA. No. 51/2018 on 30-10-2019. While, the case stands posted for cross of PW1, the Counsel for both parties represented that the

entire matter is likely to be settled and on that representation, the abovesaid case was adjourned periodically. On 30-10-2019 both parties have jointly filed the Joint Compromise Memo along with the copy of settlement under section 12(3) of the Industrial Disputes Act, dated 24-10-2019. On perusal of the abovesaid settlement, this Court has found that both parties have mutually agreed for the terms of settlement and they have signed the terms of settlement with their full consent, in the presence of the Labour Commissioner at Puducherry in the conciliation proceedings.

20. As per the terms of settlement, the trade union has agreed to withdraw of the four cases *vide* I.D. No. 11/2012, 12/2012, 13/2012 and 14/2012 which is pending before this Tribunal. Both parties have agreed, not to raise any dispute with respect to each other. Furthermore, the members of the trade union in the list of Annexure-I have agreed to get the plot allotted to them as per MOU, dated 31-05-2019, The terms of settlement shows that the industrial dispute raised between the parties have been peacefully and amicably settled and therefore, this Court found that there is no need to proceed further in this regard in this industrial dispute. Hence, the abovesaid settlement under section 12(3), dated 30-10-2019 along with its Annexure-I were received by this Tribunal and as per the tripartite settlement made between the parties before the Labour Commissioner-*cum*-Chief Conciliation Officer, Puducherry, this reference is closed.

21. In the result, this reference is closed as per the terms of settlement under section 12(3) of the Industrial Disputes Act, dated 31-10-2019. No cost.

Dictated to the stenographer, transcribed by him, corrected and pronounced by me in the open Court, on this the 30th day of October, 2019.

**V. PANDIARAJ,**  
Presiding Officer,  
Industrial Tribunal-*cum*-  
Labour Court, Puducherry.

*List of petitioner's witness:*

PW1 — 23-08-2017 Nimmana Suri Babu

*List of petitioner's exhibits:*

Ex.P1 — 09-05-2012 Copy of the letter addressed to Secretary (Labour) by the Assistant Inspector of Labour, Yanam about the failure of conciliation.

Ex.P2 — 07-07-2012 Copy of the conciliation failure notification.

Ex.P3 — 09-01-2012 Copy of the letter addressed to the management Regency Ceramic Ltd., Yanam by the General Secretary, workers union for non-payment of wages.

Ex.P4 — 10-12-2011 Copy of the letter addressed to the Regional Administrator, Yanam for harassment of the management-Grievances of the workers.

Ex.P5 — 19-09-2011 Copy of the letter of the RAO Yanam with the minutes of the meeting, dated 16-09-2011.

Ex.P6 — 03-01-2012 Copy of the representation submitted by the member of Regency workers to the Commissioner of Labour, Puducherry against Anti-Labour activities of the management.

Ex.P7 — 27-12-2011 Copy of Show cause notices issued to 10 workers issued by the Asst. General Manager (Operations).

Ex.P8 — 08-12-2011 Copy of show cause notices explanation of 5 workers.

Ex.P9 — 30-12-2011 Copy of how cause notice-*cum*-suspension order of workmen.

*List of respondent's witnesses:* Nil

*List of respondent's exhibits:* Nil

#### ANNEXURE

Sl. No.	Employee code	Name of the employees
(1)	(2)	(3)
1	0245	K. Satti babu
2	440	K Subba Rao
3	0457	G S R Sastry
4	R124	R Subramanyam
5	601	K S N Raju
6	0604	J Zacharies
7	0652	M Nageswara Rao
8	0770	D Satyanarayana Raju



(1)	(2)	(3)	(1)	(2)	(3)
9	0772	K R C H S V Prasad	49	0935	Amjuri Chinna
10	0774	K V S N Raju	50	0989	Rajudu Srinivas
11	0780	P Papa Rao	51	0991	Kovvuri Suresh Raju
12	0788	Beera Ramasatyanarayana	52	0993	Nagabhatla P V Gopal Rao
13	0795	R Poorneswara Rao	53	0994	P Durgaprasad
14	0800	Y Srinivasa Rao	54	0997	Podugu Gopala Krishna
15	0809	N Ramananda Swamy	55	1002	Sivaneni Chandra Rao
16	0811	Kommana Nageswara Rao	56	1003	Marella Chandra Rao
17	0816	M V V Ramana	57	1007	Narla Venkata Ramana
18	0817	P Raja Rao	58	1021	M S N Ram Prakash
19	0822	CH V R Lakshmipathi Raju	59	1085	Janapati Satyanarayana
20	0826	CH Veeraghavulu	60	1211	Uisha Srinivasa Rao
21	0829	M Nageswara Rao	61	1217	Nandikolla Ganga Raju
22	0832	V Veerabhadra Raju	62	1218	Kondamuri Venkatakrishna
23	R137	M Srinu	63	1224	A Satish
24	0835	K Chinna Rao	64	1225	G Srinivas
25	853	D Nageswara Rao	65	1226	Tatapudi V Gurutraysarma
26	1735	M Srinivasa Rao	66	1230	Ulisi B M V Prasad
27	0907	Geddam George Victor Babu	67	1237	Koppisetty Govinda Raju
28	0934	Tatapudi VRK Murthy	68	1242	Mekala V V Satyanarayana
29	0935	Appala Surya Kameswara Rao	69	1244	Vallu Pullayya
30	R136	R Srinivasa Rao	70	1245	Saladi Veera Babu
31	0942	Medisetty Srinivas	71	1249	Kona Radha Krishna
32	0943	Kakarlupudi Sivaji Ganesh Varma	72	1255	Reddy Srinivasa Rao
33	0944	Veluvali S S Siva Sarma	73	1260	Chadaram Veera Vara Prasad
34	0947	Syed Mer Usman Ali	74	1266	Medisetty Durga Rao
35	0951	Maganti Ravi	75	1268	S Baskar Rao
36	0952	Vasamsetty Srinivasa Rao	76	1269	Nutukurty Lova Raju
37	0953	Dhulipudi Nageswara Rao	77	1274	Nemala Suryanarayana
38	0954	Manovarthi NV Satyanarayana	78	1275	Vaddi Rama Rao
39	0957	Buddaraju S Narayana Raju	79	1287	Nerupudi S Narayanamurty
40	0965	Vankayala Ganesh	80	1288	Elepe Ram Babu
41	0968	S V Srinivas	81	1289	Yedla Venkata Rao
42	0969	Jampana Srinivasa Raju	82	1291	Krosula Srinivasa Rao
43	0971	Yella Raju	83	1292	Peyyala Satyanarayana
44	0976	Anisetty S Narayana Reddy	84	1300	Yerramsetty Neeladri Rao
45	0977	Kuchibhotla Srinivas	85	1301	N Subrahmanyeswara Rao
46	0979	Tillapudi Nookaraju	86	1303	Peddireddy Eswara Rao
47	0980	Nuni V V Satyanarayana	87	1304	Durgapu Rambabu
48	2279	CH Veerababu	88	1307	Undurthy Yedukondalu

(1)	(2)	(3)	(1)	(2)	(3)
89	1308	P Anand	129	1408	Ganja Veerabrahmam
90	1309	Dasari Visnkateswara Rao	130	1409	Koppana Eswara Rao
91	1310	Bomma SVVN Krishna Murthy	131	1411	Muddana Venkateswara Rao
92	1312	Gundubogula Srinivasa Rao	132	1412	Kimidi Eswara Rao
93	1315	Saladi China Subba Rao	133	1415	Bavirisetty Rambabu
94	1325	Khandavilli A N Murthy	134	1416	Jonnalagadda Chinnaiah
95	1326	K S Murthy	135	1417	Kudipudi Dhana Raju
96	1330	Pennada Srinivasa Rao	136	1422	P Satyanarayana
97	1335	Padamati Nagamuni	137	1425	Jagadam Chitti Babu
98	1343	Konde Naga Satyanarayana	138	1426	Rayi Surya Prasad
99	1346	Pithani Naga Raju	139	1430	Muttatabtula Narasimharao
100	1347	Cheduri Naga Subba Rao	140	1431	Vaddi Rama Rao
101	1349	Sesetty Koteswara Rao	141	1432	Kummari Satyasrinivasa Rao
102	1350	Chaganti Sai	142	1433	Chaganti V Subrahmanyam
103	1352	Manthina V S S Varma	143	1434	Tekumudi Arjun Rao
104	1354	Nandikolla Venkanna Babu	144	1437	Mattaparty Arjun
105	1355	Vathadi Srinivasa Rao	145	1440	Nallapuraju Venkataparthiraju
106	1360	Viswanadhula Pratap	146	1441	Tatapudi Yedukondalu
107	1361	Bhjmavarapu Prabhakararao	147	1444	Adimalla Srinivas
108	1363	Vaddl Srinivasa Murthy	148	1445	Billamohan Rao
109	1362	R Bhima Rao	149	1447	Indugula S R C Murthy
110	1364	V Manikyala Rao	150	1448	Talla Srinivas
111	1368	Yedla Ram Babu	151	1456	Pennada Satish
112	1369	Mallapreddi Bangarraju	152	1495	G S Rao
113	1374	Gottukukkala Vasu	153	1496	D Gopi Krishna
114	1375	Yerragunta Suryanarayana	154	1530	K Subramaniam
115	1380	Tarigabadi Someswara Rao	155	1541	Nalla Appa Rao
116	1387	Koppiseti Srinivasa Rao	156	1549	A V Swamy
117	1388	Dhulipudi Ananda Rao	157	1561	Gubbala Rama Krishna
118	1381	Pakalapati VVSN Raju	158	1577	Seelam Venkata Ramayya
119	1391	Boda Venkata Raju	159	1588	Kamidi Ram Babu
120	1392	Bola Lakshmana Rao	160	1592	Gopaladasu Kameswara Rao
121	1394	Guttula Veerabhadra Rao	161	1622	G Satyanarayana
122	1395	Katta Nageswara Rao	162	1645	Uppalapati L K K Varma
123	1398	Vagu Venkateswara Rao	163	1653	Addanki Meera Saheb
124	1399	B Venkata Ramana	164	1065	Gollapalu Subrahmanyam
125	1400	Malekala Suryanarayana	165	1679	Pithant Nageswara Rao
126	1401	Yella Pallapa Raju	166	1680	Moka Venkateswara Rao
127	1406	Vaddapati J Ramakrishna	167	1687	Katakam Sanjeeva Rao
128	1407	Kommireddy V Satyanarayana	168	1688	Pulidindi Naga Raju

(1)	(2)	(3)	(1)	(2)	(3)
169	1689	G Subramaniam	209	1756	Mosuganti Bhujanga Rao
170	1690	P Srinu	210	1758	Nandikolla S Ranga Rao
171	1691	R Srinivasa Rao	211	1761	Kolli Srinivasu
172	1692	D Nageshwara Rao	212	1762	Samana Ganga Prasad
173	1694	A V Suryanarayana	213	1763	Peyyala Satyam
174	1696	S V V Satyanarayana	214	1764	Pemmadi Durga Rao
175	1697	V Mohana Rao	215	1765	Pulapakura Dhana Raju
176	1698	CH V S Reddy	216	1770	Jakke Venkata Ramana
177	1699	Marella Venkateswara Rao	217	1772	Raksha Hari Krishna
178	1701	Mendi Nagendra Babu	218	1774	Bonda Surya Bhagavan
179	1703	Dadala Konda Babu	219	1775	Bust Venkateswara Rao
180	1704	Vasamsetty Rama Krishna	220	1776	Jonnada Ratna Kumar
181	1706	Kathula Venkateswarlu	221	1777	Cheekatla Durga Prasad
182	1707	Saladi Udaya Bhaskararao	222	1778	Medisetty Veera Arjuna Rao
183	1708	M V V R Sekhar	223	1779	Tekumudi Veera V C Sekhar
184	1709	Saladi VVS Prasad	224	1780	Kona Satyanarayana
185	1710	Revu Srinu Babu	225	1781	Isukapatla Ramesh
186	1718	Medisetty Satyanarayana	226	1783	D S Vasu
187	1719	Kukkala VV Satyanarayana	227	1784	Pasupuleti L N Prakash
188	1720	Namana Shanmukha Rao	228	1786	Savarapu Venkateswara Rao
189	1721	Chandana Rheemeswara Rao	229	1788	Pothuri KSN Raju
190	1723	Vaddapati V V Satyanarayanan	230	1790	Akula Srinu Babu
191	1725	Kollu Devanandam	231	1792	Beera Satyanarayanamurthy
192	1726	Karem Srinivasa Rao	232	1793	S Srinivasa Rao
193	1728	Sreepadam Tammeswara Rao	233	1795	Mortha VV Satyanarayana
194	1730	Mosali Ananda Rao	234	1798	Kommu Appanna
195	1734	Kamuju Venkata B Murali Krishna	235	1799	Settibatula Satyanarayana
196	1737	Malladi Venkata Bhadram	236	1800	Vundapalli Narasimha Rao
197	1739	Racha Veerayya	237	1831	Bommu Venkata Rao
198	1741	Mamidikuduru S Narayana Murthy	238	1802	Mudapaka Sambu Kumar
199	1742	Pampana Bhimeswara Rao	239	1805	Loda Mahalakshmi
200	1743	Chitturi Venkateswara Rao	240	1806	Geesala Nageswara Rao
201	1741	Kesanakurthi Lakshmana Rao	241	1807	Jagadam Suinu
202	1747	Arji Raja Rao	242	1808	Kaki Nageswara Rao
203	1749	Talatam Sateesh Babu	243	1809	Mallapureddy Krishna
204	1751	Siraparapu Appa Rao	244	1810	Kajuluri Srinu
205	1752	Marella China Babu	245	1811	Pilli Appa Rao
206	1753	Tillapudi Srinivasu	246	1812	Kunche Pallam Setty
207	1754	Navuduri Sudhakar	247	1813	Chintapalli Tata Rao
208	1755	Rayavarapu SS Nageswara R	248	1815	Sridhar Kanderi



(1)	(2)	(3)	(1)	(2)	(3)
249	1816	Gangula Nageswara Rao	289	1881	Ratcha Rama Krishna
250	1817	Kanikella Ram Prasad	290	1883	Gollapalli V V S Narayana
251	1820	Varasala Sai Babu	291	1885	Vara Venkateswara Rao
252	1822	Anusuri Suryanarayana	292	1887	Gurumella Vinodh
253	1823	Undru Amnavaram	293	1888	M Das
254	1824	Vanumu Durga Rao	294	1889	Munjavarapu Chalapati Rao
255	1826	Katakam VV S Mavullayya	295	1891	Gudala Ram Babu
256	1828	Koppanathi Srinivas	296	1892	Gadi VVSS Sarma
257	1829	Pandu Rajendra Babu	297	1893	Donga Venkateswarlu
258	1831	Jakka V S Sai Prakash Rao	298	1895	Yendamuri Hanumantha Rao
259	1832	Chodi Rama Krishna	299	1897	Koppanati Udaya Bhaskar
260	1837	Isukapatla Raju	300	1898	Koppiseti Satyanarayana
261	1838	Mantana VR Chandraraju	301	1899	Panepalli Bhima Lingeswar
262	1839	Puvvala Bala Krishna	302	1900	Makinedi Satish Kumar
263	1841	T Rambabu	303	1901	Pilli Yedukondalu
264	1842	B Ramakrishna	304	1904	Koppisetty Nageswara Rao
265	1844	Pulapakura Lakxmana Swamy	305	1905	Mohammed Khan
266	1849	Gude Durga Prasad	306	1906	Singana Nageswara Rao
267	1851	Jillella Srinivas	307	1910	Billakijrty BVV Sathiredy
268	1854	Gaderaju VSN Varma	308	1914	Chintakula Lova Raju
269	1855	Polinati Srinivasa Rao	309	1915	Nandiki Subrahmanyam
270	1857	Nakka Ram Babu	310	1917	Magapu Suri Babu
271	1859	Jampana Suresh	311	1918	Chollangi Sarveswara Rao
272	1861	Ramanati Srinivasa Rao	312	1921	Poliseti Srinivasa Rao
273	1862	Nandika Brahmandam	313	1922	Kondamuri Venkatesh
274	1864	Chinta Nagavara Prasad	314	1923	Cheepuri Radhakrishna
275	1865	Manukonda Mahendrakumar	315	1924	Gokarakonda Thrimurthulu
276	1866	Maraju Sreenivasudu	316	1926	Peddinti Srinivasu
277	1867	Digumarthi Siva Prasad	317	1929	Kudupudi Srinivas
278	1868	Pothuraju Suri Babu	318	1930	Medetthu Jogi Raju
279	1869	Kasi Naga Raju	319	1931	Nethala Tinku
280	1870	Ayite Sekhar	320	1933	Vaddi Krishna
281	1871	Mopuri Narayana Swamy	321	1934	Gullipalli Kanna Rao
282	1872	Divi Bala L Swamy	322	1935	Guthula Srinivas
283	1873	Khandavalli Ram Babu	323	1936	Nimmana Suri Babu
284	1874	Darapureddi Venkanna Naid	324	1937	Beera Babju
285	1875	Nidadavolu Krishna Murthy	325	1940	Yedida Srinivas
286	1876	Dharmavarapu Govindu	326	1942	Sampara Sai Prasad
287	1878	Billakurthy Subba Reddy	327	1943	Medisetty Ganga Raju
288	1880	Sutapalli Bapi Raju	328	1945	Vangalapudi Vasantha Kumar

(1)	(2)	(3)	(1)	(2)	(3)
329	1952	Nelapati Bala Krishna	369	2109	Pulugu Siddartha Kumar
330	1953	P Krishna	370	2119	Nanaparapu VV Ramana
331	1954	N Balakrishna	371	2121	Dara Chanti Babu
332	1958	Mavuri Srinivasa Rao	372	2123	Adivi N V Kodanda Ramu
333	1959	Gaderaju VVS Varma	373	2124	Tirramsutti Srinivasu
334	1960	Patchamatla Venkata Raju	374	2126	Madda Gandhi Babu
335	1962	Balla VVS Narayana	375	2127	Nakkala Prasad
336	1963	Pinnamraju S Narayana Murthy	376	2129	Mudiki Satyanarayana
337	1965	Gopi Suresh	377	2130	Pampana Nageswara Rao
338	1979	Nadimpalli Ganapathi	378	2131	Gella Elesha
339	1980	Adabala Samba Siva Rao	379	2133	Saladi Vekateswara Rao
340	1982	Mediseti Satyanarayana	380	2135	Sowdalapalepu Srinivasa Rao
341	1985	Sanayala Srinivasa Rao	381	2136	Polothu Srinivasa Rao
342	1988	Alla V V S N Chowdary	382	2138	Vanga Govinda Rajulu
343	1993	K Rajababu	383	2141	Varasala Satyanarayana
344	1994	Gudala Satyanarayana	384	2145	Bupathi Satyanarayanaraj
345	1997	Arigolli VV Satyanarayana	385	2147	Rankireddy Bhanu Murthy
346	2003	Karri Surya Prakash	386	2150	Kanumuri G R Krishna Raju
347	2013	Chintapalli Appa Rao	387	2151	Inavilli Lakshmi Narayana
348	2016	P Sampathkumar	388	2152	Penumallu Subbi Reddy
349	2039	Rakuditi NSS Vijaya Kumar	389	2153	Bhupatiraju S Kumar Raju
350	2057	Alluri Srinivasa Babu	390	2156	Valavala Suryaprakasa Rao
351	2058	Veedhi Srinu Babu	391	2158	Pasupuleti Vishnu Murthy
352	2061	Bommu Jagannadha Rao	392	2159	K V Ramesh
353	2071	Cheekatla S Laxmana Rao	393	2160	Kallajayaraju
354	2076	Golakoti Srinivasa Rao	394	2161	D V K Verma
355	2078	Nelli Chinna Rao	395	2162	Pasupuleti Sivaji
356	2080	Kada Chinna Srinivas	396	2163	Golagabathula Srinivasa Rao
357	2081	Kesanakurthi Laxmana Rao	397	2164	Somiseti Srinivasa Rao
358	2087	Kavuri Rameswara Rao	398	2165	Guntamukkala Nagendra
359	2089	Guttala Murali Krishna	399	2166	Pemmadi Rama Krishna
360	2090	Cheekatla Bala Nageswara Rao	400	2167	P Ganeshwararao
361	2094	Ganti Praveen Kumar	401	2168	Veligarupu Bheemeswara Rao
362	2096	Karri Srinu	402	2171	Mutyala Gopi
363	2097	Madda Srinivas	403	2175	Dasari Ravi Pratap
364	2099	Chitturi Rajesh	404	2176	Marri V Venkata Raju
365	2100	Penumallu Bulliraja Reddy	405	2177	Dweepala Naganjaneyulu
366	2103	Polumati Veera Kumar	406	2180	Mendu Venkateswara Rao
367	2106	Duwada Venkata Rao	407	2182	Kunchi Srinivasa Rao
368	2107	Bommu Sekhar	408	2193	Kavala Sairam

(1)	(2)	(3)	(1)	(2)	(3)
409	2197	Matta Prasad	448	2341	Neelam CH S Stayanarayana
410	2214	Sabbati Nageswara Rao	449	2342	D Govindu
411	2217	Vasamsetti S V Prasad	450	2348	N Brahmanandam
412	2234	Nimmakayala Srinivas	451	2344	Pedireddy Jagadeesh
413	2238	Dasari VV Satyanarayana	452	2348	Gummuluri Vekannababu
414	2239	Buradakavi Srinivasu	453	2349	Janipalli Subrahmanyam
415	2239	B Srinivas	454	2353	Koripella Tammayya
416	2242	Geddama Radha Krishna	455	2358	V Satyanarayana
417	2250	Chadaram Sathi Babu	456	2359	Gudala Suryanarayana
418	2277	Medisetty Satti Babu	457	2361	Vasamsetti Ram Babu
419	2278	Bokka Srinivasu	458	2363	Penta S Prabhakara Rao
420	2280	Meda Venkatesh	459	2365	Salla V Basaveswara Rao
421	2287	Kadali Rama Krishna	460	2366	Chintalapudi Satyanarayan
422	2288	Samanasa Veera Babu	461	2369	Karri Satya Durga Prasad
423	2291	Palika Sai Ram	462	2372	Nemala Lova Kumar
424	2292	Nanaparapu Nageswara Rao	463	2377	Inti Somalingeswarudu
425	2293	Balla Balayogi	464	2378	Pitani Suryanarayana
426	2294	Gudala Prakash	465	2379	Rakuduti Venu Gopal
427	2295	Tananki Durgayya	466	2381	Narala Srinivas
428	2297	Ratcha Srinivas	467	2383	Kommula S Narayana Murthy
429	2305	Tibirisetty Suresh	468	2391	Ambati Adinarayana Murthy
430	2306	Mattaparthi Durga Prasad	469	2410	B Raghu Ramarao
431	2307	Menda Sudhakara Babu	470	2418	M V V Satyanarayana
432	2313	Badugu Srinivasa Rao	471	2419	M Ramachandra Rao
433	2315	Vendra Ramu	472	2420	Pamu Srinivasa Rao
434	2316	Gubbala Rambabu	473	2422	Tatapudi Vijaya Kumar
435	2317	Menda Sateesh Babu	474	2423	Uppuluri Rama Murthy
436	2320	Koppula Satti Raju	475	2426	Peddireddy Veerabhadrarao
437	2323	Gundupalli Dharma Rao	476	2427	Tatapudi Bhaskara Rao
438	2326	Nakka Venkata Rao	477	2428	Gavara Manga Rao
439	2328	Vankayala Veerababu	478	2429	Mahipala R Chandra Sekhar
440	2330	Palepu Babji	479	2430	Kollu Paradesi
441	2331	Nakka Rama Krishna	480	2431	Kadali Sai Srinivasu
442	2332	Balla Nageswara Rao	481	2432	Besi Satish
443	2334	N Kamakrishna	482	2433	G Bhadram
444	2335	Jampana Narendra Raju	483	2436	Vanga Satish
445	2336	Vatturi N Muneswara Rao	484	2437	Kasi Gangadhar
446	2337	Kudupudi Trimurtulu	485	2441	Pinagadi Veera Venkata Durga Rao
447	2338	Chodisetty Veerababu	486	2442	Malaka Venkata Ramana

(1)	(2)	(3)	(1)	(2)	(3)
487	2445	Gurajapu V V S Prasad	524	2505	Nagireddy V Suryanarayana
488	2446	Dasari Durga Prasada Rao	525	2506	Rudra Subrahmanyam
489	2449	Kesaboina Durga Rao	526	2507	Pothula Narayana Murthy
490	2452	Vasa Rama Lingaryulu	527	2508	Nunna Venkateswara Rao
491	2455	Kola Srinivasu	528	2510	Chintapalli Srinivasarao
492	2457	Mudaraboyina Vara Prasad	529	2511	Davuluri Rama Krishna
493	2458	S Meera Sahib	530	2512	Lanka Chanti Babu
494	2459	Chappidi Srikanth	531	2513	PV V Satyanarayana
495	2460	Koppisetty V Subrahmanyam	532	2514	Medisetty Srinivasu
496	2463	N Venkateswara Rao	533	2515	Matcha Naveen Kumar
497	2467	Neswara Rao	534	2516	Dindi Ram Babu
498	2468	Pamu Durga Rao	535	2517	Ganapathiraju Surapa Raju
499	2470	Manthana Venkata Patiraju	536	2518	Chikkala Ramachandra Murty
500	2472	Komali Kama Chandra Rao	537	2521	Mondi Ramachandra Murthy
501	2473	K Venkat	538	2522	Reddy Srinivas
502	2474	Guttala Srinivasa Rao	539	2523	Achanta Subrahmanyam
503	2475	Venkatapu Shanmukha Subbarao	540	2526	Saladi V V Ramana Rao
504	2476	Badri Swamy Naidu	541	2527	Vasamsitti Venkata Subba
505	2477	N Srinu	542	2528	Surampudi V V S N Murthy
506	2478	Mudunuri Veerendra	543	2529	Nookala Srinivasa Rao
507	2480	Guntreddi Appala Naidu	544	2530	Pendam Veera Babu
508	2485	Yadla Venkateswara Rao	545	2532	Vasam Setti Lova Prasad
509	2486	Sabbathi Durga Mahesh	546	2533	M Ramesh
510	2487	Kandelu Someswara Rao	547	2534	Pandu Maheswara Rao
511	2488	Dasari Ganeswara Rao	548	2537	Penugonda Venkanna Babu
512	2490	Koppisetty Nooka Raju	549	2541	Bommu Sobhan Babu
513	2491	Medesetti Venkata Nageswara Rao	550	2543	Thottadi Govinda
514	2492	Chintapalli Babashahaib	551	2544	Revu Venu Gopal
515	2493	Bennada Raghu Rama Rao	552	2547	Adapa Esubabu
516	2494	Kakarlupudi Suryanarayana	553	2550	P Srinivasa Rao
517	2495	Nimmana Pavan Kumar	554	11743	S P Raju
518	2496	Sadanala Durga Prasad	555	122R	R Suriyanarayana
519	2497	Yedida Balakrishna	556	R113	Pampana VV Satyanarayana
520	2498	Bobbili Srinu	557	R114	R Subrahmanyam
521	2499	Pandu Srinivasa Rao	558	R118	Kunche Satyanarayana
522	2500	Indukuri Subbaraju	559	R1260	N Veeraswararao
523	2501	Padala Subrahmanyam	560	R129	Doodi V.V. Satyanarayana
			561	R131	Mortha Ravi Kumar

(1)	(2)	(3)	(1)	(2)	(3)
562	R132	Mudiki Prasada Rao	600	T0595	R Srinivasa Rao
563	R134	Kavuri Raja Sekhar	601	T06C8	J Srinivasa Rao
564	R135	Palivela Krishna Mohanrao	602	T0079	K Veerababu
565	R138	Uchula Ram Babu	603	TW0077	Verriyya Babu
566	R139	Noundru Srinivasa Rao	604	TW0102	K Raju
567	R143	Jagatha Srinivasa Rao	605	TW0011	M Suri Babu
568	R1592	S V V Satyanarayana	606	TW0117	N Durga Rao
569	R1736	S V Rao	607	TW0122	V Bheema Rao
570	R1849	G Ashok Kumar	608	TW0017	K B Lingam
571	R1872	K Satyanarayana	609	TW0024	PSN Raju
572	R1934	S Appa Rao	610	TW0056	T Ganesh
573	R969	Bvln Rao	611	TW0074	N Satish Kumar
574	R125	Anam Srinu Babu	612	TW0080	D Ramesh
575	T0235	CH Sankar	613	283	KN Raju
576	T0258	N Srinivas	614	284	D Venkatareddy
577	T0283	R Ramu	615	286	J Subba Raju
578	T0312	M Ramesh	616	289	G Murali
579	T0321	A G K Raju	617	294	K Nageswara Rao
580	T0323	V V Rangam	618	298	G Satyanarayana
581	T0367	CH Srinivasu	619	836	G Srinivas
582	T0480	G Ganesh Kumar	620	956	K Venkataramana
583	T0550	N Govindu	621	1112	PVP Raju
584	T0556	K Durga Prasad	<p style="text-align: center;"><b>V. PANDIARAJ,</b> Presiding Officer, Industrial Tribunal-cum- Labour Court, Puducherry.</p> <p style="text-align: center;"><b>IN THE COURT OF THE INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT AT PUDUCHERRY</b></p> <p style="text-align: center;">IN</p> <p style="text-align: center;"><b>I.D. No. 14 of 2012</b></p> <p>Between The Employees, M/s. Regency Ceramics Limited, C/o. Regency Ceramics Officers and Workers Union, D-No. 2-9-047, Tota Street, Yanam-533 464. . . Petitioner</p> <p style="text-align: center;">AND</p>		
585	T0586	D Srinivasa Rao			
586	T11692	M Veera Babu			
587	T0127	G Chandrasekhar			
588	T0129	CH V Satish Kumar			
589	T0231	P Raju Kumar			
590	T0232	P Surya Chandra			
591	T0236	Harikrishna			
592	T0242	S Bala Raju			
593	T0334	D Ramakrishna			
594	T0340	K Prasad			
595	T0473	CH V V S Reddy			
596	T0563	M Prasad			
597	T05C4	N Suryanarayana			
598	T05C6	S Lova Raju			
599	T0555	M Prasad			



The Chairman and Managing Director,  
M/s. Regency Ceramic Limited,  
Yanam. . . Respondent

**JOINT MEMO FILED BY BOTH THE PARTIES SEEKING TO  
CLOSE THE I.D. 14/2012**

May it please this Hon'ble Court,

It is submitted that the abovesaid dispute is referred to this Hon'ble Court by the Labour Department, Puducherry. Presently the said case is coming for the evidence of the petitioner.

It is humbly submitted that both parties have arrived to settle the disputes, and on that both the parties have entered into an MOU on 31-05-2019 and subsequently turned into 12(3) agreement under I.D. Act before the Commissioner of Labour-cum-Chief Conciliation Officer, Puducherry on 24-10-2019 and settled all the labour disputes as per the terms and conditions laid therein. In that process, both parties agreed to close/withdraw this case as well as the other cases I.D. Nos. 11, 12, 13/2012 pending before this Hon'ble Court. It is submitted for the kind perusal of this Hon'ble Court the said 12(3) agreement Original copy is hereby filed in I.D. 11/2012 as such in this case a copy of the same is filed along with this Memo.

It is therefore humbly prayed that this Hon'ble Court may be pleased to receive the above settlement made under section 12(3) of the I.D. Act and close the above dispute declaring that the abovesaid dispute is closed upon tripartite settlement made in between both parties before the Commissioner of Labour-cum-Chief Conciliation Officer for achieving industrial peace and harmony and nothing survives to keep pending of this dispute for adjudication and refer the same to the Labour Department, Puducherry Union Territory for enabling the Department to release G.O. as the abovesaid referred dispute is closed. Hence this Memo.

**COUNSEL FOR THE  
PETITIONER.**

*Sd/-*

**PETITIONER UNION.**

**COUNSEL FOR THE  
RESPONDENT.**

*Sd/-*

**AUTHORIZED  
REPRESENTATIVE  
OF THE MANAGEMENT.**

**GOVERNMENT OF PUDUCHERRY  
ELECTRICITY DEPARTMENT**

*No. 2384/ED/EE-C&TTC/IE/F-CGRF/2020-2021.*

*Puducherry, the 17th April 2020.*

**NOTIFICATION**

The Department of Electricity, Union territory of Puducherry, invites application from qualified persons for consideration of appointment for the post of Chairperson in Consumer Grievance Redressal Forum (CGRF) for Electricity Department for a period of 3 years. The candidate shall be less than 65 years of age. The candidate shall hold office for a term of three years from the date of appointment or till he attains the age of 65 years whichever is earlier and should be;

A retired District Judge/Additional District Judge or a retired Judicial Officer having at least 20 years of experience in legal/judicial profession or a retired civil servant not below the rank of a District Collector

**Or**

A retired Officer of any State/Central Power Sector Departments/PSU/Autonomous Bodies in Power Sector not below the rank of Executive Engineer or equivalent possessing Degree in Electrical/Mechanical/Electronics/Computer Engineering and having at least 20 years experience or serving officer of the power utilities not below the rank of Executive Engineer.

The Chairperson shall receive a consolidated remuneration of ₹ 65,000 (Rupees sixty-five thousand only) per month. He/She shall also be entitled for TA/DA while out on duty as eligible to Class I Officers of the rank of Deputy Secretary in the Central Government. They shall also be entitled for 12 days casual leave in a calendar year.

Eligible candidates who are willing to be considered for the post may apply directly to the Superintending Engineer-cum-Head of Department, Electricity Department, No. 137, Nethaji Subash Chandra Bose Road, Puducherry-605 001, in plain paper with details, (i) Name and Address, (ii) Attested copies of Educational Qualification Certificates, (iii) Experience Certificate and (iv) Birth Certificate. Applications must be reached this office on or before 22-05-2020, by 5.45 p.m. Applications received without proof of educational qualifications, experience